

MEMORANDUM OF UNDERSTANDING

Between

The Lompoc Unified School District

And

The Lompoc Federation of Teachers, AFT 3151

HR103-LFT

The Lompoc Unified School District ("District") and the Lompoc Federation of Teachers, AFT 3151 ("Federation") agree as follows:

The District and Federation agree that there is an immediate need for the District to retain speech therapist(s) to meet the needs of the District students during the 2021-2022 school year.

Notwithstanding any requirement or limitation in the parties Certificated Bargaining Unit Contract ("Contract") including Article 2 of the Contract, or the Educational Employment Relations Act, the parties agree that the District may contract out for speech therapist(s) for the 2021-2022 school year.

The parties also agree that the retained speech therapist(s) shall not be part of the certificated bargaining unit.

The Federation hereby waives the opportunity to further negotiate this decision or any resulting impacts and effects, and agrees to forego any arguable legal remedy regarding this position, subject to the following:

1. The hiring of individual speech therapist(s) will not be precedential in the future.
2. The District shall consult with the Federation as to the speech therapist's wages, benefits and working conditions.
3. The Federation shall be held harmless by the District against any claims by the individual speech therapist(s) that may arise due to this Agreement.
4. The District will continue to pursue through all available means permanent replacements for all available speech therapist positions.
5. This MOU will expire June 30, 2022.

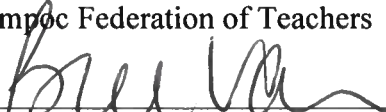
Agreed to this 23rd day of June 2021.



Skyler Petersen, President
Lompoc Federation of Teachers

6/23/2021

Date



Bree Valla
Deputy Superintendent

7/22/21

Date



William Heath
President, Board of Education
Lompoc Unified School District

8/6/2021

Date